

## Negotiations Update

### International Alliance of Theatrical Stage Employees (IATSE), Local 16

#### May 17, 2018 UPDATE

As of May 17, 2018, the County of Marin and IATSE representatives have held 5 bargaining sessions.

The County's proposals include the following:

1. **Wages** – The County has proposed to increase base wages for regular-hire employees represented by IATSE as follows:
  - July 2018 – 2.5%
  - July 2019 – 2%
  - July 2020 – 2%
2. **Term of the Agreement** – 3 Years (July 1, 2018 – June 30, 2021)
3. **Health** – The County is in the process of finding a sustainable and viable health plan to replace its current Anthem Blue Cross PPO medical plan, which has grown increasingly unaffordable in recent years.
4. **Fringe Benefits** – The County will adjust its health insurance contribution by 3% for the employee + 1 and employee + family levels when the premium increase to the County's Kaiser S plan (or the County's lowest cost HMO at the time) is at least 3%.
5. **Cash Back** – The County has proposed to eliminate all forms of cash back of unused fringe benefit monies for employees who receive County health benefits.
6. **Vacation** – The County has proposed to 1) eliminate the highest level of vacation accrual for employees (i.e., the 30-year accrual level where employees earn 27 vacation days per year; 2) increase by one year the time it takes for employees to reach an increased vacation accrual level
7. **Rental Assistance** – The County has proposed that the parties meet no later than September 30, 2018 to develop a countywide pilot rental assistance program using the \$250,000 that the County has allocated for this program.

The parties continue to discuss their outstanding proposals and will return to the bargaining table on May 24 at 10:00 AM